UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/51/643/Add.1
17 December 1996

ORIGINAL: ENGLISH

Fifty-first session
Agenda item 120

HUMAN RESOURCES MANAGEMENT

Report of the Fifth Committee (Part II)

Rapporteur: Mr. Igor V. GOUMENNY (Ukraine)

I. INTRODUCTION

1. The previous recommendations made by the Fifth Committee to the General Assembly under agenda item 120 appear in the report of the Committee contained in document A/51/643.

2. The Fifth Committee resumed its consideration of the item at its 21st, 23rd bka

25th, 26th, 30th, 31st, 34th, 37th and 46th meetings, on 5, 7, 8, 11, 19, 21, and 29 November and 6 and 17 December 1996. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/51/SR.21, 23, 25, 26, 30, 31, 34, 37 and 46).

3. In addition to the documents listed in paragraph 3 of document A/51/643, the Committee had before it the following documents:

(a) Ninth report of the Advisory Committee on Administrative and Budgetary Questions on reform of the internal system of justice in the United Nations Secretariat (A/50/7/Add.8);

(b) Report of the Secretary-General on the composition of the Secretariat (A/51/421 and Corr.1);

(c) Note by the Secretary-General transmitting the report of the Joint Inspection Unit entitled "Inspection of the application of United Nations recruitment, placement and promotion policies (Part II. Placement and promotions)" (A/51/656);

(d) Report of the Secretary-General on reform of the internal system of justice in the United Nations Secretariat (A/C.5/49/13);

(e) Report of the Secretary-General on reform of the internal system of justice in the United Nations Secretariat (A/C.5/49/60 and Add.1 and 2 and Add.2/Corr.1);

(f) Note by the Secretary-General on reform of the internal system of justice in the United Nations Secretariat (A/C.5/50/2 and Add.1);

(g) Report of the Secretary-General on the ratio between career and fixed-term appointments (A/C.5/51/34);

(h) Letter dated 12 November 1996 from the Chairman of the Sixth Committee to the President of the General Assembly (A/C.6/51/7).

II. CONSIDERATION OF PROPOSALS

A. Draft decision A/C.5/51/L.18

4. At the 46th meeting, on 17 December, the representative of Ukraine and Rapporteur of the Committee introduced a draft decision entitled "Amendments to the Staff Rules" (A/C.5/51/L.18), which he submitted on the basis of informal consultations.

5. At the same meeting, the Committee adopted draft decision A/C.5/51/L.18 (see para. 8, draft decision I).

B. Draft decision A/C.5/51/L.30

6. At the 46th meeting, on 17 December, the representative of Ukraine and Rapporteur of the Committee introduced a draft decision entitled "Human resources management" (A/C.5/51/L.30), which he submitted on the basis of informal consultations.

7. At the same meeting, the Committee adopted draft decision A/C.5/51/L.30 (see para. 8, draft decision II).

III. RECOMMENDATIONS OF THE FIFTH COMMITTEE

8. The Fifth Committee recommends to the General Assembly the adoption of the following draft decisions:

DRAFT DECISION I

Amendments to the Staff Rules

The General Assembly takes note of the amendments to the 100 and 200 series of the Staff Rules contained in the report of the Secretary-General,[1] without prejudice to the consideration of the item entitled "Human resources management" at the first part of its resumed fifty-first session.

DRAFT DECISION II

Human resources management

The General Assembly:

(a) Decides to defer consideration of the item entitled "Human resources management" and the reports submitted under that item, including the outstanding reports of the Joint Inspection Unit entitled "Inspection of the application of United Nations recruitment, placement and promotion policies (Part II. Placement and promotions)",[2] "Management-Staff Union relationships in the United Nations system" and "Comparison of methods of calculating equitable geographical distribution within the United Nations system"[3] to the first part of its resumed fifty-first session, and to consider it as a priority item;

(b) Requests the Secretary-General, pending that consideration and on an interim basis:

(i) To review the need for the general recruitment freeze and to oversee and monitor all recruitments, appointments, placements and promotions through the Office of Human Resources Management of the Secretariat, taking into account the need to recruit from unrepresented and under-represented Member States and to achieve gender balance;

(ii) Not to expand arrangements that exist with regard to delegation of authority in recruitment, appointment, placement and promotion matters;

(iii) To limit short-term appointments against regular budget posts to temporary replacements in case of mission service and leave;

(iv) To limit exceptions from regular rules and procedures to the recruitment, appointment, placement and promotion of under-secretaries-general, assistant secretaries-general, special envoys at all levels and staff of the Executive Office of the Secretary-General;

---

[1] A/C.5/51/7.

[2] A/51/656, annex.

[3] A/51/705, annex.

(v) To continue not to convert fixed-term contracts into permanent contracts until the General Assembly has taken action on the relevant report;

(vi) To report on all recruitment, appointment, placement and promotion activities after 1 November 1996 to the General Assembly at the first part of its resumed fifty-first session.